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Registry

83-0675/3

1 3 MAY 1983

MEMORANDUM FOR: Executive Director

FROM: Deputy Director of Central Intelligence

SUBJECT: Decisions on IG Survey on Entry-On-Duty Processing

1.   Attached are the DCI's and my decisions on the IG's recommendations on the Agency's entry-on-duty processing system. You will note that we have deferred action on Recommendations 9 a and b until 1 January 1984. The Office of Personnel believes that recent innovations, some of which were based on suggestions in the IG's survey, will make the system substantially more efficient. We are willing to wait until the end of the year to see if these changes have had the desired results.

2.   At that time, however, I have asked the IG to take another brief look at EOD processing to assist us in making a final decision on Recommendations 9 a and b. I would also appreciate your feeding into that process by providing me, through the IG, a progress report on actions completed on the other recommendations. You should aim for 31 December.

3.   The DCI and I remain concerned about our limited headway in recruiting CTs. While this IG report did not focus on CTs in particular, I would also like you to touch base with [   ] Task Force and include in your   25X1 December progress report a picture of where we stand in filling up our CT pipeline.

4.   Given the extensive time and effort invested in what has become an extended dialogue on our recruitment and, in particular, our EOD process, I would hope to see substantial progress by the end of the year.

25X1

John N. McMahon   25X1

Attachment:
     As stated

SECRET

DCI
EXEC
REG

25X1

Distribution:
    O/DCI
    D/OP
    IG
    DDI
    DDO
    DDA
    DDS&T

1 3 MAY 1983

MEMORANDUM FOR: Director of Personnel

FROM: Deputy Director of Central Intelligence

SUBJECT: Decisions on IG Survey on Entry-On-Duty Processing

1. Attached are the DCI's and my decisions on the IG's recommendations on the Agency's entry-on-duty processing system. In deference to your belief that recent innovations will make the system substantially more efficient, we have postponed action on Recommendations 9 a and b until the end of the year. At that time, however, I have asked the IG to take another brief look at EOD processing to assist us in making a final decision.

2. At the same time, I have asked the Executive Director to provide me, through the IG, a progress report on actions completed on the other recommendations. Given the extensive time and effort invested in what has become an extended dialogue on our recruitment and, in particular, our EOD process, I would hope to see substantial progress by the end of the year.

25X1

25X1

John N. McMahon

Attachment:
     As stated

cc: Executive Director
     Inspector General

     Internal Distribution:
          Orig - Adse.
             1 - Each cc
             2 - O/DDCI
             1 - ER

SECRET

25X1

DCI
EXEC
REG

O/DDCI

1 3 MAY 1983

MEMORANDUM FOR: Inspector General

FROM: Deputy Director of Central Intelligence

SUBJECT: Decisions on IG Survey on Entry-On-Duty Processing

1. Attached are the DCI's and my decisions on your recommendations on the Agency's entry-on-duty processing system. You will note that we have deferred action on Recommendations 9 a and b until 1 January 1984. The Office of Personnel believes that recent innovations, some of which were based on your suggestions, will make the system substantially more efficient. We are willing to wait until the end of the year to see if these changes have had the desired results.

2. At that time, however, I would like you to take another brief look at EOD processing to assist us in making a final decision. You should focus on the following:

    a. Time in Process: Has the average time in process for clerical and professional applicants (including CTs) significantly declined? If not, what are the most significant factors still causing delays? Are recruiters contacting promising applicants promptly, and is the material on these applicants reaching interested components quickly? To what extent are delays still caused by an overloaded polygraph schedule, background investigations, or PATB processing?

    b. Image: What has OP done to improve its dealings with applicants, specifically to control correspondence and other errors? What has OP learned from its new questionnaire for recently hired employees, and how is it following up on questionnaire results? Are new employees satisfied with their communications with the Agency prior to EOD?

    c. Hiring Components: Do hiring components sense a change for the better? Do they find that they are able to get better people on board in less time?
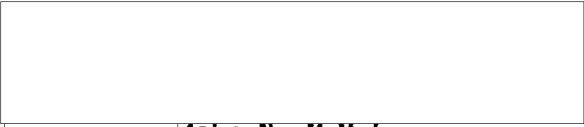
25X1

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DCI
EXEC
REG

SECRET

3. I have also asked the Executive Director to provide a progress report on actions completed on the remaining recommendations as well as a status report from the Career Trainee Task Force. He will route these through you so they can be incorporated with your findings.

4. Given the extensive time and effort invested in what has become an extended dialogue on our recruitment and, in particular, our EOD process, I would hope to see substantial progress by the end of the year.

25X1

John N. McMahon

25X1

Attachment:
    IG Survey

cc: Executive Director w/o att

Distribution:
 Orig - Adse.
    1 - cc
   (2) - O/DDCI
    1 - ER

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